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Appendix 5

PROPOSAL FOR EMPLOYMENT AND TRAINING OF CITIZENS OF ZAMBIA

Accompanying Application for Large Scale Mining Licence (LML)

Over

Area under Prospecting Licence No. 19622-HQ-LPL at Mwachilinga, Shantumbu
Area, Kafue District.

By

Lu Hang Stone Mining Company Limited
Plot No.2440, Chipwenupwenu Road, Makeni,
P.O. Box 33612,

LUSAKA

5.1 Proposal for employing Zambian citizens

Lu Hang Stone Mining Company Limited Zambian labour laws. Apart from the company management team, the company will engage professional, skilled, and unskilled Zambian labour force.

It is the policy of Lu Hang Stone Mining Company Limited to contribute to the local community in terms of employment creation. The project will therefore draw about 80% of its labour requirement from the local community, and therefore contribute to job creation resulting into increased household income.

Priority would be given to members of the local community in terms of employment so as to create jobs, and increase household income, and therefore contributing to poverty alleviation and improved local economy.

5.2 Proposal for training Zambian citizens

The company will run on-the-job training for the unskilled labour force in various aspects Open pit and Crushing plant operations.

The company will also encourage professional training among its skilled labour force at recognized high institutions of learning within Zambia.

As a matter of policy, the company will provide compulsory training in Safety and Occupational Health, and HIV/Aids Awareness to all levels of employees.

Training Type	Institution	Target Group
Blasting Licence lessons and tests	Mine Safety Department	<ul style="list-style-type: none"> Quarry Supervisors
Crusher Operating	On-the-job	<ul style="list-style-type: none"> Operators
Basic First-Aid course	Zambia Red Cross	<ul style="list-style-type: none"> Quarry Supervisors
Drilling	On-the-job	<ul style="list-style-type: none"> Rock drill Operators
HIV/Aids Awareness	<ul style="list-style-type: none"> On-the-job 	<ul style="list-style-type: none"> All employees Local community
Supervisory Skills	<ul style="list-style-type: none"> On-the-job 	<ul style="list-style-type: none"> Quarry Supervisor

5.3 Manpower

The Project will initially engage about 40 direct employment places for both skilled and unskilled manpower, drawn mostly from the local community in Kafue District. On the job training will be encouraged. Full manpower requirement is indicated in Appendix 2, Table 2.12 (1). Refer Table 2.12 for details.

5.4 Corporate Social Responsibility

Lu Hang Stone Mining Company Limited has a sound corporate social policy. As such, the company always plans to plough back to the local community within which it operates so as to contribute positively to the social-economic wellbeing of the local community.

The company therefore pledges to work with government and non-governmental bodies towards contributing to the wellbeing of the community and the economic growth of the area within which it operates in general.

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Appendix 4

DETAILS OF INFRASTRUCTURE REQUIREMENTS

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